

Board of Sumter County Commissioners Employee Survey 2010

1. My immediate supervisor sets clear goals and expectations for my job performance.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	5.4% (2)	13.5% (5)	21.6% (8)	35.1% (13)	21.6% (8)	2.7% (1)	3.56	37
							<i>answered question</i>	37
							<i>skipped question</i>	1

2. My effort to improve the quality of my work is discussed during job performance evaluations.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	10.8% (4)	5.4% (2)	29.7% (11)	32.4% (12)	16.2% (6)	5.4% (2)	3.40	37
							<i>answered question</i>	37
							<i>skipped question</i>	1

3. Feedback of information from me to the supervisor is open and encouraged.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	18.9% (7)	5.4% (2)	21.6% (8)	35.1% (13)	16.2% (6)	2.7% (1)	3.25	37
							<i>answered question</i>	37
							<i>skipped question</i>	1

4. I get adequate response and regular feedback from my supervisor on my performance.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	10.8% (4)	10.8% (4)	29.7% (11)	27.0% (10)	18.9% (7)	2.7% (1)	3.33	37
							<i>answered question</i>	37
							<i>skipped question</i>	1

5. The feedback I receive is positive more often than negative.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	16.2% (6)	13.5% (5)	32.4% (12)	21.6% (8)	13.5% (5)	2.7% (1)	3.03	37
							<i>answered question</i>	37
							<i>skipped question</i>	1

6. My supervisor gives me recognition or praise for doing good work.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	13.5% (5)	16.2% (6)	29.7% (11)	29.7% (11)	8.1% (3)	2.7% (1)	3.03	37
							<i>answered question</i>	37
							<i>skipped question</i>	1

7. My immediate supervisor listens and supports his/her employees.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	16.2% (6)	13.5% (5)	27.0% (10)	32.4% (12)	8.1% (3)	2.7% (1)	3.03	37
							<i>answered question</i>	37
							<i>skipped question</i>	1

8. My immediate supervisor sets a good example for me to follow.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	13.5% (5)	16.2% (6)	29.7% (11)	27.0% (10)	10.8% (4)	2.7% (1)	3.06	37
							<i>answered question</i>	37
							<i>skipped question</i>	1

9. My immediate supervisor is the Division Director.

		Response Percent	Response Count
Yes	<input type="text"/>	27.8%	10
No	<input type="text"/>	72.2%	26
		<i>answered question</i>	36
		<i>skipped question</i>	2

10. My immediate supervisor is the County Administrator

		Response Percent	Response Count
Yes	<input type="text"/>	8.3%	3
No	<input type="text"/>	91.7%	33
<i>answered question</i>			36
<i>skipped question</i>			2

11. You have the freedom and capability to visit Human Resources with concerns and questions.

		Response Percent	Response Count
Yes	<input type="text"/>	88.6%	31
No	<input type="text"/>	11.4%	4
<i>answered question</i>			35
<i>skipped question</i>			3

12. Comments:

Response
Count

11

answered question

11

skipped question

27

13. Employees receive positive feedback more often than negative feedback.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	8.3% (3)	13.9% (5)	33.3% (12)	33.3% (12)	2.8% (1)	8.3% (3)	3.09	36
							<i>answered question</i>	36
							<i>skipped question</i>	2

14. Feedback of information from staff to the Division Director is open and encouraged.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	8.3% (3)	8.3% (3)	30.6% (11)	36.1% (13)	8.3% (3)	8.3% (3)	3.30	36
							<i>answered question</i>	36
							<i>skipped question</i>	2

15. My Division Director listens and supports his/her employees.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	8.3% (3)	8.3% (3)	25.0% (9)	41.7% (15)	8.3% (3)	8.3% (3)	3.36	36
							<i>answered question</i>	36
							<i>skipped question</i>	2

16. My Division Director sets a good example for me to follow.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	8.3% (3)	5.6% (2)	25.0% (9)	38.9% (14)	13.9% (5)	8.3% (3)	3.48	36
							<i>answered question</i>	36
							<i>skipped question</i>	2

17. I feel comfortable going to my Division Director with questions and concerns (open door policy.)

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	11.4% (4)	14.3% (5)	22.9% (8)	31.4% (11)	14.3% (5)	5.7% (2)	3.24	35
							<i>answered question</i>	35
							<i>skipped question</i>	3

18. Comments:

Response
Count

5

answered question

5

skipped question

33

19. This section was not completed because I am a Division Director.

Response
Percent Response
Count

Yes

100.0%

2

answered question

2

skipped question

36

20. Employees receive positive feedback more often than negative feedback.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	5.7% (2)	0.0% (0)	31.4% (11)	48.6% (17)	8.6% (3)	5.7% (2)	3.58	35
								answered question
								35
								skipped question
								3

21. Feedback of information from staff to the County Administrator is open and encouraged.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	5.6% (2)	0.0% (0)	30.6% (11)	44.4% (16)	13.9% (5)	5.6% (2)	3.65	36
							<i>answered question</i>	36
							<i>skipped question</i>	2

22. The County Administrator listens and supports his/her employees.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	2.8% (1)	5.6% (2)	27.8% (10)	38.9% (14)	19.4% (7)	5.6% (2)	3.71	36
							<i>answered question</i>	36
							<i>skipped question</i>	2

23. The County Administrator keeps employees informed of positive/negative changes in the organization that could affect me.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	2.8% (1)	5.6% (2)	19.4% (7)	38.9% (14)	27.8% (10)	5.6% (2)	3.88	36
							<i>answered question</i>	36
							<i>skipped question</i>	2

24. I feel comfortable going to the County Administrator with questions and concerns (open door policy.)

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	5.6% (2)	16.7% (6)	22.2% (8)	33.3% (12)	16.7% (6)	5.6% (2)	3.41	36
							<i>answered question</i>	36
							<i>skipped question</i>	2

25. Comments:

	Response Count
	5
<i>answered question</i>	5
<i>skipped question</i>	33

26. My department plans, communicates, and manages change very well.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	2.7% (1)	32.4% (12)	35.1% (13)	16.2% (6)	10.8% (4)	2.7% (1)	3.00	37
							<i>answered question</i>	37
							<i>skipped question</i>	1

27. Issues are resolved "early on" so that major problems do not develop.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	5.4% (2)	43.2% (16)	27.0% (10)	18.9% (7)	2.7% (1)	2.7% (1)	2.69	37
							<i>answered question</i>	37
							<i>skipped question</i>	1

28. When changes take place, I am informed of the changes through official channels more often than through the "grapevine."

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	10.8% (4)	29.7% (11)	24.3% (9)	29.7% (11)	2.7% (1)	2.7% (1)	2.83	37
							<i>answered question</i>	37
							<i>skipped question</i>	1

29. I am told whenever there are changes that may affect my job.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	5.4% (2)	16.2% (6)	32.4% (12)	35.1% (13)	8.1% (3)	2.7% (1)	3.25	37
							<i>answered question</i>	37
							<i>skipped question</i>	1

30. I am encouraged to try new things/new approaches.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	8.1% (3)	21.6% (8)	35.1% (13)	24.3% (9)	8.1% (3)	2.7% (1)	3.03	37
							<i>answered question</i>	37
							<i>skipped question</i>	1

31. You know what is expected of you at work.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	5.6% (2)	11.1% (4)	22.2% (8)	38.9% (14)	19.4% (7)	2.8% (1)	3.57	36
							<i>answered question</i>	36
							<i>skipped question</i>	2

32. I feel involved in the decision making process.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	24.3% (9)	32.4% (12)	24.3% (9)	10.8% (4)	5.4% (2)	2.7% (1)	2.39	37
							<i>answered question</i>	37
							<i>skipped question</i>	1

33. Surveys like this are effective ways to express ideas/thoughts and let management know how employees feel.								
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	2.7% (1)	10.8% (4)	35.1% (13)	35.1% (13)	13.5% (5)	2.7% (1)	3.47	37
						<i>answered question</i>		37
						<i>skipped question</i>		1

34. I am provided opportunities to talk about my ideas and opinions.								
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	10.8% (4)	13.5% (5)	45.9% (17)	21.6% (8)	5.4% (2)	2.7% (1)	2.97	37
						<i>answered question</i>		37
						<i>skipped question</i>		1

35. Comments:								
								Response Count
								3
						<i>answered question</i>		3
						<i>skipped question</i>		35

36. Employees are motivated to achieve "above average" performance.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	5.3% (2)	18.4% (7)	26.3% (10)	42.1% (16)	5.3% (2)	2.6% (1)	3.24	38
							<i>answered question</i>	38
							<i>skipped question</i>	0

37. The organization has reasonable expectations of its employees.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	2.6% (1)	7.9% (3)	34.2% (13)	39.5% (15)	13.2% (5)	2.6% (1)	3.54	38
							<i>answered question</i>	38
							<i>skipped question</i>	0

38. Policies, procedures, and departmental rules are administered fairly and uniformly.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	23.7% (9)	21.1% (8)	26.3% (10)	18.4% (7)	5.3% (2)	5.3% (2)	2.58	38
							<i>answered question</i>	38
							<i>skipped question</i>	0

39. All factors considered, this is a good place to work.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	5.3% (2)	0.0% (0)	13.2% (5)	65.8% (25)	13.2% (5)	2.6% (1)	3.84	38
							<i>answered question</i>	38
							<i>skipped question</i>	0

40. This is a safe and healthy place to work.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	2.6% (1)	7.9% (3)	26.3% (10)	47.4% (18)	13.2% (5)	2.6% (1)	3.62	38
							<i>answered question</i>	38
							<i>skipped question</i>	0

41. Our organization respects and values team members and demonstrates commitment to their well-being.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	5.3% (2)	13.2% (5)	39.5% (15)	26.3% (10)	13.2% (5)	2.6% (1)	3.30	38
							<i>answered question</i>	38
							<i>skipped question</i>	0

42. I am treated with dignity.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	7.9% (3)	21.1% (8)	15.8% (6)	39.5% (15)	13.2% (5)	2.6% (1)	3.30	38
							<i>answered question</i>	38
							<i>skipped question</i>	0

43. A spirit of teamwork exists among co-workers.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	15.8% (6)	13.2% (5)	23.7% (9)	34.2% (13)	10.5% (4)	2.6% (1)	3.11	38
							<i>answered question</i>	38
							<i>skipped question</i>	0

44. I enjoy my job.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	2.6% (1)	0.0% (0)	23.7% (9)	34.2% (13)	36.8% (14)	2.6% (1)	4.05	38
							<i>answered question</i>	38
							<i>skipped question</i>	0

45. Do you feel any improvements could be made to your work environment? If so, please give examples.

Response
Count

13

answered question

13

skipped question

25

46. Comments:

Response
Count

3

answered question

3

skipped question

35

47. I respect the practices and beliefs of other people, even if they are different from my own.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	0.0% (0)	2.6% (1)	44.7% (17)	50.0% (19)	2.6% (1)	4.49	38
							<i>answered question</i>	38
							<i>skipped question</i>	0

48. I believe this organization accepts and supports me as a unique individual.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	0.0% (0)	10.5% (4)	26.3% (10)	34.2% (13)	26.3% (10)	2.6% (1)	3.78	38
							<i>answered question</i>	38
							<i>skipped question</i>	0

49. I believe the perception of my differences (i.e. race, gender, sexual orientation, ethnicity, age, religious beliefs) has not negatively impacted me or my opportunities for advancement.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	5.3% (2)	0.0% (0)	18.4% (7)	39.5% (15)	34.2% (13)	2.6% (1)	4.00	38
							<i>answered question</i>	38
							<i>skipped question</i>	0

50. Comments:

	Response Count
	2
<i>answered question</i>	2
<i>skipped question</i>	36

51. My pay is appropriate for my job and the work I do.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	16.2% (6)	32.4% (12)	32.4% (12)	16.2% (6)	0.0% (0)	2.7% (1)	2.50	37
							<i>answered question</i>	37
							<i>skipped question</i>	1

52. My benefits package meets my needs.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	2.7% (1)	16.2% (6)	21.6% (8)	37.8% (14)	5.4% (2)	16.2% (6)	3.32	37
							<i>answered question</i>	37
							<i>skipped question</i>	1

53. Our benefits are competitive with other employers in our area.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A	Rating Average	Response Count
Select one:	5.4% (2)	10.8% (4)	29.7% (11)	35.1% (13)	5.4% (2)	13.5% (5)	3.28	37
							<i>answered question</i>	37
							<i>skipped question</i>	1

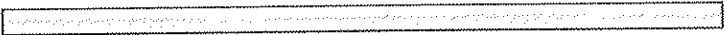
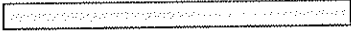
54. Comments:

	Response Count
	7
<i>answered question</i>	7
<i>skipped question</i>	31

55. Please select the Division/Department you work in.

	Response Percent	Response Count
Community Services	0.0%	0
Facilities Development & Maintenance	0.0%	0
Fire Services	100.0%	38
Planning and Development	0.0%	0
Public Works	0.0%	0
Support Services	0.0%	0
<i>answered question</i>		38
<i>skipped question</i>		0




56. I work:








		Response Percent	Response Count
Fulltime		67.6%	25
Part-time		32.4%	12
<i>answered question</i>			37
<i>skipped question</i>			1

57. Please provide any additional comments.






	Response Count
	4
<i>answered question</i>	4
<i>skipped question</i>	34

#11 Immediate Supervisor






1. The county is growing. A lot of what we see are growing pains. Especially in the newer departments such as the Fire side of things, But in all I think a good job is being done across the board. Fri, Feb 19, 2010 9:07 AM  [Find...](#)
2. I go to HR and threatened with my job. And the few times I have been in HR it seems that HR is far from being Human Resources for the employee. More like we are inconveniences, allowing this county to be placed in a position for a law suit. Mon, Feb 15, 2010 7:46 AM  [Find...](#)
3. The potential for this department is profound. However, there are a few areas of concern. The direct and indirect intimidation of termination tactics used to influence employee action has been very demoralising. The level of professionalism often displayed by immediate supervisors are questionable and inconsistent. Performance appraisals are being made without first having sufficient time to directly interact with each employee on a daily basis in order to develop a fair evaluation. An equal opportunity to rotate shifts is not being provided. Tue, Feb 9, 2010 1:09 PM  [Find...](#)

These items aside, there are many praises and acknowledgements to offer for the efforts to carry this department to the next level. We as employees want nothing more but to walk proudly upholding the company name, to hear co-workers encouraging others to grow and develop, receiving positive feedback regularly from shift commanders. Help us make this happen.
4. The Chief 4's and Chief 3 never tell us we have done a good job. But they are quick on telling us how stupid we are when we make mistakes. I don't like being told that we are just "F---ing Firefighters and are not paid to think. And that if we don't like our jobs that McDonalds is always hiring. Tue, Feb 9, 2010 11:16 AM  [Find...](#)
5. My immediate supervisor is pretty good. I have several other supervisors as well. Most of them are OK. Wed, Feb 3, 2010 11:24 AM  [Find...](#)
6. none Tue, Feb 2, 2010 12:16 PM  [Find...](#)
7. I enjoy my job. Wed, Jan 27, 2010 2:01 PM  [Find...](#)
8. union needed Wed, Jan 27, 2010 6:57 AM  [Find...](#)
9. I would like to keep my job, and not end up like fire fighter Hibbs. Tue, Jan 26, 2010 5:15 PM  [Find...](#)
10. #11 Should NOT be a YES or NO. It should be a gradient scale such as #s 1-8 Tue, Jan 26, 2010 2:37 PM  [Find...](#)




#2 Division Director

- | | | | |
|----|---|------------------------------|--|
| 1. | The only thing we are encouraged to do is keep our mouths shut. | Mon, Feb 15, 2010
7:48 AM | 
Find... |
| 2. | If we go to Our Chief's with a complant all it does is put targets on our backs for complaining about them. | Tue, Feb 9, 2010
11:19 AM | 
Find... |
| 3. | I do like our Division Director. | Wed, Feb 3, 2010
11:27 AM | 
Find... |
| 4. | none | Tue, Feb 2, 2010
12:17 PM | 
Find... |
| 5. | I do not feel that there is an open door policy. It is a favorite employee employer, not an equal opportunity employer. | Tue, Jan 26, 2010
5:19 PM | 
Find... |








#3 County Administrator




- | | | | |
|----|---|------------------------------|--|
| 1. | I have never even met the man | Fri, Feb 19,
2010 9:09 AM | 
Find... |
| 2. | I have not seen the Country Administrator in over a year. | Mon, Feb 15,
2010 7:50 AM | 
Find... |
| 3. | We in the fire service feel that if we go to the County Administrator with our problems that nothing will get done and it will only put a target on our backs for the chiefs to use against us. | Tue, Feb 9,
2010 11:21 AM | 
Find... |
| 4. | none | Tue, Feb 2,
2010 12:18 PM | 
Find... |
| 5. | Sometimes it is hard to get all of the details and/or story from the county administrator when you are a temp employee for the county. | Tue, Jan 5,
2010 10:56 AM | 
Find... |

#4 Planning & Decision Making




- | | | | |
|----|--|---------------------------|---|
| 1. | This is the first one of these I have ever seen. We received so paper one over a year ago almost 30 days after the due date to turn them in. | Mon, Feb 15, 2010 7:53 AM |  Find... |
| 2. | Everytime we try to bring things up too certain Chief 4's we are told it's not our job and we don't get paid to think. That is thier job to do those things. | Tue, Feb 9, 2010 11:23 AM |  Find... |
| 3. | none | Tue, Feb 2, 2010 12:20 PM |  Find... |

10. Do you feel any improvements could be made to your work environment? If so, please give examples

- Better training, better maintenance programs, better supply programs. Especially when it comes to uniforms. A good idea would be to give every employee a list of issued items. This list should include what they should have. If the employee does not have it give it to them. Establish a certain time of the year to issue an established uniform allotment to the firefighters. This begging for a t-shirt here and there with hopes you get one can be improved. As far as station supplies go, the supply personnel need to deliver it to each station. They have pick ups that consume less fuel than the fire apparatus. This also prevents the issue of taking a piece of apparatus and the personnel out of jurisdiction when we are below the number of personnel needed in the area to begin with. A plan and organized list of daily duties should be established and posted at all stations. This way the crews on duty know exactly what needs to be done for that day this way there are no surprises or disappointments. I think a daily maintenance assignment for each apparatus should be established. An example would be the 7th of every month wax the trucks, 8th of every month detail interior, 9th of every month pulled the hoses, flow water, and repack them. This would keep the trucks in good clean condition and also help identify any problems before it is too late. This would also improve the service life and equipment life as well.
1. Fri, Feb 19, 2010 9:21 AM  [Find...](#)
- I know it seems as if I have a lot of negative in this feedback. And believe me I have a feeling I will be fired for sending it, but that is where I am now. I work here because I love being a firefighter. I enjoy it when I help people and can put a smile on their face. But we do not work in an atmosphere that promotes a positive employee environment. Rather we work in an environment that is filled with egotistical supervisors who take great pleasure in abusing their power at employees expense. We are cursed, brow beaten and demoralized by these men just for their self pleasure.
2. Mon, Feb 15, 2010 8:06 AM  [Find...](#)
- Yes.
Immediate supervisors to address employees with the same respect that is expected by them.
- Offer genuine encouragement
- Supervisors to discontinue conversations about employees with other employees to eliminate rumors.
3. Tue, Feb 9, 2010 1:32 PM  [Find...](#)
- Supervisors to spend shifts with each crew
- Allow for and consider more feedback on possible upcoming changes affecting employees.
- Give better notice of changes such as shift assignments
- The Chief 4 have their favorite workers and they get any extra overtime when it is available. They put their favorites at the Batt stations. We were promised that there would be a fair rotation of the staff between Squads and Batt Stations, But so far there has not been due to the fact they keep their favorites at the Batt Stations.
4. Tue, Feb 9, 2010 11:31 AM  [Find...](#)
- More Indians... Less Chiefs. Also, try to discourage back stabbing, that would be groovy cool.
5. Wed, Feb 3, 2010 11:41 AM  [Find...](#)
- Better Communication within the Department
6. Tue, Feb 2, 2010 4:42 PM  [Find...](#)
- regulate the A/C better. Very cold in here.
7. Fri, Jan 29, 2010 2:21 PM  [Find...](#)

- | | | | |
|-----|---|------------------------------|--|
| 8. | more positive feedback | Thu, Jan 28, 2010
7:12 AM | 
Find... |
| 9. | The harrassment needs to stop, management needs to stop targeting people, my workplace is a hostile enviroment, and needs to be changed. | Wed, Jan 27, 2010
7:01 AM | 
Find... |
| 10. | No employee should be picked on, ridiculed, made fun of, or be the brunt of any jokes, in front of other employees or team members, regardless of the rank or position of the one making the joke, comment, ribbing, ridiculing, etc. | Tue, Jan 26, 2010
2:46 PM | 
Find... |

11. Comments

- | | | | |
|----|---|---------------------------|--|
| 1. | There are several things that could be approved on. I think there should be a monthly meeting for all staff members, not just chiefs and officers to come up with these easily implemented programs. This way input from all aspects has been received and a good solid functional program can be put in place. | Fri, Feb 19, 2010 9:21 AM | 
Find... |
| 2. | Sumter County is a good place to work. But something needs to be done with the way the Chief's treat there workers. Most of us feel that because of these issues it is making it a Hostle work enviroment to work in. | Tue, Feb 9, 2010 11:31 AM | 
Find... |
| 3. | Some division rules are enforced & applied unequally throughout the division. Specifically career vs reserve firefighters. | Wed, Jan 6, 2010 5:29 PM | 
Find... |

#6 Diversity

1. We have no female officers in our department. We had 1 District Chief and she was fired for using her cell phone for personnel use. She was calling her sister who had just been diagnosed with cancer. Not that every one uses their cell phone for personnel use. The other female works in Lake Pan, her Battalion Chief put her in for a promotion to Lt but it never happened.

Mon, Feb
15, 2010
8:11 AM








 [Find...](#)

2. Unique and different are almost always better.

Wed, Feb
3, 2010
11:42 AM

 [Find...](#)

#7 Benefits & Compensation

- | | | | |
|----|--|------------------------------|--|
| 1. | The hourly wage for the full time firefighters could be more. They do make less than the surrounding fire departments. There should possibly be a stipend or increase in pay for the volunteers who are paramedics, emts or hold other higher certifications than others. Especially if this certification allows them to perform at a higher level to provide a greater service to the citizens of the county. It is unfair for a minimum qualification employee to make the same as a higher qualified employee. This is regarding not paid but mainly the volunteers. | Fri, Feb 19, 2010
9:25 AM | 
Find... |
| 2. | There is no way our benefits are competitive with other employers in our area, that's just the way it is. No other fire department in our area works 12 hour shifts. I agreed to work here for the pay I receive. | Mon, Feb 15,
2010 8:14 AM | 
Find... |
| 3. | Firefighters are under paid globally.
our benefits packages are being targeted as an area to reduce county costs resulting in a lesser program. As it is I declined the county insurance program because it was inferior to my spouse's employer. | Tue, Feb 9, 2010
1:37 PM | 
Find... |
| 4. | No Comments | Tue, Feb 9, 2010
11:32 AM | 
Find... |
| 5. | The benefits here are better than the federal government offers! | Wed, Feb 3,
2010 11:43 AM | 
Find... |
| 6. | My job should be a full-time position, but it is not at this time. | Wed, Jan 27,
2010 2:07 PM | 
Find... |
| 7. | My pay is not even close to what the same position in surrounding area departments pay. | Wed, Jan 6,
2010 5:33 PM | 
Find... |

3. Please provide any additional comments

I know it seems as if I have a lot of negative in this feedback, but this is what has been created with Sumter County Fire Department. We have lost so many good personnel to what is no more the creative use of word that create a smoking morrow to make employee seem undesirable. It nothing more then abuse of the empowerment placed in the hands of egotistical men. Look back into the history of Sumter County Fire Department when each Battalion had it's owe Battalion Chief, Look at the real number of personnel we had. Look at the turn out we had for calls, look at the responds times we had. Look at the amount of property saved. And look what we have now. You may have to call 3 stations just to get someone to respond. The more you push out the volunteers, the more you can hold a knife to the trough of the county to bleed them for the money for full time staff. It is my belief that this vane runs all the way to the County Administrator. The reason is he must be able to see the numbers in personnel turn over, buildings burned to the ground; responds times are lack of responds & disgruntled employees.

I base this on the fact that when we lose a volunteer, no one from the County contacts the employee to do an exit interview. Show how much they really care about you right. Take a look at Leland Greek, this guy has burned down more homes in Sumter County in the short time he been here, then has been burned down 40 years before his arrival. He no more qualified for the job he in then my grandmother, different is she cares. Sure he puts on a nice dog and pony show on how to control a fire scene and setup incident command, but the building burns to the ground. If you're going to be in charge of a fire scene you need the following basics, of which he has none. Good fire suppression experience (He spent his fire career in the ems not fire fighting) this is not learned in a book. The trust and support of the personnel you lead. (He sure don't have this) Know your personnel and their abilities, trust them. He missed this boat, he never even tried. The bad thing about this survey is a lot of personnel will not do one and the reasons why are.

Mon, Feb 15, 2010
10:33 AM

 [Find...](#)

1. Most do not know about it.

2. Have no way of logging into the computer.

Both have been a long standing problem with our department.

Why Mr. Arnold ever removed our Battalion Chiefs and made them District Captains.

I will never know why or do I care, I assure you he has no good reason. Just look at us now.

Great job Bradley you are a real Administrator. You don't remove the wood that holds the structure together. Well I'm not sure if he removed them or not, Bill Gulbrandsen told them that it was Bradley Arnold who had done it, with no reason.

Our Battalion Chief was Chief Jacobs who was an Assistance Chief with the City of Wildwood 15 years before the creation of Sumter County Fire Department in 2002. He was a member of the steering committee who worked with Sumter County BOCC to create Sumter County Fire Department. He was always there for us, keeping us well trained and informed he was loved and admired by personnel in every station in Sumter County. His knowledge of firefighting and suppression exceeds any one I have ever met. We would follow him any were. We had a true leader here in Sumter County, a man who had given Sumter County over 20 years of his life. And 3 men one with less the 8 years in Sumter County (Gulbrandsen) one with less then 5 years in Sumter County (Arnold) & one with less the 1 year in Sumter County (Greek) just took him away from us at the click of a pin. This action sent a ripple across Sumter County Fire Department that still moving today. This action will always remain bitter to us all volunteers and full time paid personnel.

We could go on, but this is it for now. Are untell you ask again.

2. We need more help

Wed, Jan 6, 2010
5:35 PM

 [Find...](#)

3. Certain Supervisor's are disrespectful to their worker's knowing that they can get away with it. Because if the worker brings it to anyone attention that person is singled out for retaliation.

Wed, Jan 6, 2010
3:43 PM

 [Find...](#)

4. This survey is to easy to trace back to the person who filled it out. Plus if HR does tell the name of the person they will pay for it.

Wed, Jan 6, 2010
8:09 AM

 [Find...](#)